

## CHAPTER 2

## Diversity in Organizations

## LEARNING OBJECTIVES

After studying this chapter, students should be able to:

- 2-1. Describe the two major forms of workplace diversity.
- 2-2. Demonstrate how workplace discrimination undermines organizational effectiveness.
- 2-3. Describe how the key biographical characteristics are relevant to OB.
- 2-4. Explain how other differentiating characteristics factor into OB.
- 2-5. Demonstrate the relevance of intellectual and physical abilities to OB.
- 2-6. Describe how organizations manage diversity effectively.

## INSTRUCTOR RESOURCES

Instructors may wish to use the following resources when presenting this chapter.

## Text Exercises

- An Ethical Choice: Affirmative Action for Unemployed Veterans
- Personal Inventory Assessments: Intercultural Sensitivity Scale
- Myth or Science?: "Bald is Better"
- Career Objectives: Is It Okay To Be Gay At Work?
- Point/Counterpoint: Affirmative Action Programs Have Outlived Their Usefulness
- Questions for Review
- Experiential Exercise: Differences
- Ethical Dilemma: Getting More Women on Board

## Text Cases

- Case Incident 1: Walking the Walk
- Case Incident 2: The Encore Career

## Instructor's Choice

This section presents an exercise that is NOT found in the student's textbook. *Instructor's Choice* reinforces the text's emphasis through various activities. Some *Instructor's Choice* activities are centered on debates, group exercises, Internet research, and student experiences. Some can be used in class in their entirety, while others require some additional work on the student's part.

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